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APPENDIX I.

[Vide answer to question No. 157 asked by Khan Bahadur S. K. Abdul Razack Sahib Bahadur at the meeting of the Legislative Council held on the 1st March 1927, page 45 supra.]

STAFF SELECTION BOARD, MADRAS.

Annual report of work done during 1924-25.

Constitution.—In G.O. No. 76, Public, dated the 6th February 1924, the Government directed the constitution with effect from the 1st April 1924 of the Staff Selection Board consisting of five members (three officials and two non-officials). The official members were the Chief Secretary to Government (Chairman), the Surgeon-General and the Director of Public Instruction; the two non-official members, appointed by the Government in G.O. No. 278, Public, dated the 14th April 1924, were M.R.Ry. Diwan Bahadur W. L. Venkataramayya Garu, B.A., B.L., retired District and Sessions Judge, and Khan Sahib Mir Riazuddin Sahib Bahadur, retired Assistant Commissioner of Salt.

The Secretary to the Commissioner for Government Examinations was appointed Secretary to the Board on the 16th April 1925.

2. *Meetings.*—During the year under report the Board held seven meetings. The principal business transacted was the interviewing and selection of candidates for certain appointments for which the Board was asked to select candidates.

3. *Selection of candidates.*—(a) In paragraph 4 of G.O. No. 76, Public, dated the 6th February 1924, the main functions of the Board were described to be the—

(i) selection of candidates for all Government offices in the City of Madras; and

(ii) selection of candidates for non-gazetted posts above the lowest grade,

For the selection of candidates for clerical posts in Government offices in the City of Madras, the Commissioner for Government Examinations at the request of the Board held a qualifying examination in December 1924. The subjects of the examination were: English composition, Précis-writing and General knowledge. A fee of Rs. 5 for each candidate was prescribed by the Board. In view of the very large number of applications received, the Board considered it impracticable to interview the candidates first and make selections from among them for admission to the qualifying examination and accordingly, with the permission of Government, subjected the candidates to the qualifying test before the interview. Altogether 150 candidates applied and all but two of them satisfied the conditions of admission to the qualifying examination. One hundred and forty actually appeared for the examination. A list of the 41 candidates finally declared eligible for appointment was published in the *Fort St. George Gazette*.

(b) Candidates were also selected by the Board for the following non-gazetted posts:—

- (1) Sub-inspectors of police for the Madras City;
- (2) Sub-registrars—upper grade; and
- (3) Probationary deputy tahsildars.

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The selections in these cases were made solely by personal interview and without any special qualifying examination.

(c) One candidate for the post of sub-inspector of police and three candidates for probationary deputy tahsildarship were disqualified by the Board under the rule prohibiting canvassing.

(d) At the request of Government candidates from the Madras Presidency for admission to the qualifying examination conducted by the Government of India in connexion with the Indian Audit and Accounts Service were selected by the Board in April 1924 and a list of the names of persons selected was submitted to the Local Government.

(e) With a view to carrying out the policy of providing equal opportunities for service under Government for different communities the Board, with the approval of Government, adopted as a general rule in framing its lists of selections, whether for clerical or for executive work, the following proportions of communal representation:—

| | Per cent. |
|--|-----------|
| Non-Brahmans | 40 |
| Muhammadans | 20 |
| Brahmans | 20 |
| Anglo-Indians and Indian Christians | 10 |
| Depressed class and others | 10 |

These proportions were adopted only as a general standard, provided suitable candidates were forthcoming and without prejudice to the selection of any specially well-qualified individual in any community.

(f) A statement showing by communities the total number of applicants registered, number rejected and the number finally selected by the Board for each of the appointments for which the board functioned during the year is appended (Appendix A).

4. *Financial.*—(a) The total amount of fees realized from candidates who appeared for the qualifying examination for clerkship in the city offices was Rs. 750; an expenditure of Rs. 465 was incurred on account of remuneration to the examiners in connexion with the examination.

(b) Excluding remuneration to the examiners the total expenditure on account of the Board and its establishment during the financial year under report was Rs. 1,635 as shown in the statement appended (Appendix B).

A. HANUMANTHA RAO,
Secretary.

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APPENDIX A.

Statement showing the total number of candidates registered, rejected and selected by the Staff Selection Board at the various selections.

| Appointments. | Number registered. | | | | | | Number rejected as not qualified. | | | | | | Number finally selected by the Staff Selection Board. | | | | | | | | |
|---|--------------------|---------------|-----------|-------------|----------------|-----------------------------|-----------------------------------|---------------|---------------|-----------|-------------|----------------|---|--------|---------------|---------------|-----------|-------------|----------------|-----------------------------|--------|
| | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Anglo-Indians. | Depressed class and others. | Total. | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Anglo-Indians. | Depressed class and others. | Total. | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Anglo-Indians. | Depressed class and others. | Total. |
| | | | | | | | | | | | | | | | | | | | | | |
| 1. Indian Audit and Account Service, 1924. | 5 | .. | 27 | 4 | .. | .. | 36 | 94 | 31 | 80 | 15 | 16 | 1 | 237 | 2 | .. | 6 | 1 | .. | .. | 9 |
| 2. Sub-Inspectors of Madras City Police. | 155 | 53 | 126 | 28 | 18 | 3 | 383 | 94 | 31 | 80 | 15 | 16 | 1 | 237 | 10 | 5 | 5 | 2 | .. | 1 | 23 |
| 3. Probationary Sub-Registrars, Upper grade. | 88 | 22 | 99 | 13 | 1 | .. | 223 | 79 | 18 | 70 | 12 | 1 | .. | 180 | 4 | 2 | 2 | 1 | .. | 1 | 10 |
| 4. Probationary Deputy Tahsildars. | 107 | 22 | 100 | 25 | 3 | 15 | 272 | 47 | 9 | 38 | 14 | .. | .. | 108 | 4 | 2 | 2 | 1 | .. | 1 | 10 |
| 5. Clerical staffs in Government offices in the City of Madras. | 31 | 3 | 94 | 8 | 2 | 2 | 140 | 12 | 1 | 74 | 2 | .. | 1 | 90 | 15 | 2 | 16 | 6 | 1 | 1 | 41 |

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APPENDIX B.

Statement showing the amount of expenditure incurred by the Staff Selection Board during 1924-25.

| Major head and sub-head. | Charges. | | |
|---|----------|----|----|
| | RS. | A. | P. |
| Pay and allowances of establishment ... | 505 | 6 | 0 |
| Allowances— | | | |
| Travelling allowances paid to non-official members of the Board ... | 845 | 13 | 0 |
| Contingencies— | | | |
| (a) Service postage ... | 150 | 0 | 0 |
| (b) Other contingencies ... | 133 | 13 | 0 |
| Total ... | 1,635 | 0 | 0 |

Annual report of work done during 1925-26.

Constitution.—No changes were effected in the constitution of the Staff Selection Board except that Government directed in G.O. Mis. No. 555, Public, dated 8th June 1925, that the Assistant Secretary to Government in the Chief Secretariat should be the Secretary to the Staff Selection Board so long as the Chief Secretary to Government was the Chairman of the Board. As a result of this change, the office of the Secretary to the Board, which was previously located in the office of the Commissioner for Government Examinations, was removed to the Secretariat buildings, Fort St. George, early in June 1925.

2. *Clerical establishment.*—In view of the expansion of the functions of the Board from time to time, the Government sanctioned the appointment of a head clerk and a second clerk in lieu of a single steno-typist who was helped by a temporary clerk engaged whenever the work was very heavy.

3. *Meetings.*—During the year under report, the Board held eight meetings, the principal business transacted being, as usual, the interview and selection of candidates for certain appointments for which the Board was asked to select candidates.

4. (a) *Selection of candidates for clerical posts in Government offices in the City of Madras.*—The Government made clear in G.O. No. 493, Public, dated 18th May 1925, the idea underlying in paragraph 4 (1) (5) of G.O. No. 76, Public, dated 6th February 1924, that no one may be appointed to clerical post—including that of shorthand writer or typist—whether in a temporary, acting or permanent vacancy unless his name is borne on the Board's list of selected persons for clerical posts and further laid down the procedure to be followed by heads of departments and offices under special circumstances.

For the selection of candidates for clerical posts in the City of Madras, the Commissioner for Government Examinations at the request of the Board held a qualifying examination in July 1925, the subjects of the examination remaining unaltered. One hundred and eighty-four candidates applied and

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one hundred and forty-six fulfilled the conditions of admission to the qualifying examination. One hundred and forty-one actually sat for the examination. The Board interviewed one hundred and four candidates out of one hundred and seven who were selected for interview on the results of the qualifying examination and two Honours graduates who absented themselves from the examination but were subsequently summoned to appear before it [with reference to G.O. No. 819, Public, dated 22nd August 1925, which exempted candidates with Honours degree in the Madras University from undergoing the qualifying examination. A list of the sixty-six candidates who were finally declared eligible for appointment was published in the *Fort St. George Gazette*.

In this connexion, it may be observed that the examination by a competent medical board contemplated in paragraph 4 (1) (5) of G.O. No. 76, Public, dated 6th February 1924, was abolished in view of the fact that, from the beginning of the year under report, the certificates of physical fitness produced by candidates before the Board in connexion with this examination (as well as other selections made by the Board) should be one signed by a Commissioned Medical Officer or a Civil Medical Officer of rank not lower than that of a Civil Surgeon or a District Medical Officer and that it should be scrutinized by the Surgeon-General with the Government of Madras, as a Member of the Board, before the candidates were allowed to sit for the examination.

(b) *Financial clerkships*.—The Board selected two candidates for appointment as temporary clerk in the Compilation Branch of the Finance Secretariat; as special qualifications were required for these appointments, the candidates were not subjected to a qualifying examination.

(c) *Typists*.—In view of the frequent demands from heads of departments and offices for typists, a notification was published by the Board in January 1926 inviting applications from eligible candidates. In response to this notification one hundred and forty-eight candidates applied. Of these ninety-nine satisfied the conditions prescribed. The Board interviewed ninety-five candidates who were present out of the ninety-nine required to appear before it and thirty-one were declared eligible for appointment as typists. The list was published in the *Fort St. George Gazette* and copies were circulated to all heads of departments and offices.

(d) With the approval of Government, a list of the names of twenty-seven upper division clerks who should have been discharged on 1st April 1926 on account of the reduction in the establishment of the office of the Deputy Accountant-General, Posts and Telegraphs, Madras, was forwarded to all heads of departments and offices with the request that such of them as were considered suitable for any of the vacancies might be provided for in view of their service and experience.

5. (a) *Selection of candidates for non-clerical posts*.—Candidates were also selected by the Board for the following non-clerical posts:—

- (1) Probationary deputy superintendents of police.
- (2) Probationary assistant registrars of co-operative societies.
- (3) Weaving superintendent in the Department of Industries.
- (4) Probationary deputy tahsildars.

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(5) Probationary sub-registrars, upper grade.

(6) Jailers, deputy jailers and probationary deputy jailers, jail clerks, gate-keepers, chief and reserve head warders and selection grade warders.

The selections in these cases were made after the personal interview but no special qualifying examinations were held.

(b) One candidate for the probationary deputy superintendent of police, one for the probationary deputy tahsildar and three for jailers were disqualified by the Board under the rule prohibiting canvassing.

(c) At the request of Government, candidates from the Madras Presidency for admission to the qualifying examination conducted by the Government of India in connexion with the Indian Audit and Accounts Service were selected by the Board in April 1925 and a list of the names of persons selected was submitted to the Local Government.

(d) The Board kept in view the desirability of giving appointing authorities facilities for making appointments from various communities.

(e) The Government were addressed on the subject of the Staff Selection Committees in the mufassal centres contemplated in paragraph 3 of G.O. No. 76, Public, dated 6th February 1924, after obtaining the suggestions of certain Collectors of districts as to the best method of making the selection of candidates locally for certain posts.

6. A statement showing by communities the total number of applicants registered, the number eligible for selection and the number finally selected by the Board for each class of appointments for which the Board made selections during the year is appended (Appendix A).

7. *Financial.*—(a) The total amount of fees realized from candidates who appeared for the qualifying examination for clerkships in the city offices was Rs. 880. An expenditure of Rs. 467-4-0 was incurred on account of remuneration to the examiners in connexion with the examination.

(b) Excluding remuneration to the examiners the total expenditure on account of the Board and its establishment during the financial year under report was Rs. 3,383-12-0 as shown in the statement appended (Appendix B).

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APPENDIX A.

Statement showing the total number of candidates registered, declared eligible and selected by the Staff Selection Board at the various selections during 1925-26.

| Number. | Appointments. | Number registered. | | | | | | | Number of eligible applicants. | | | | | | | Number finally selected by the Staff Selection Board. | | | | | | |
|---------|---|--------------------|---------------|-----------|-------------|-----------------------------|-------------------------------|--------|--------------------------------|---------------|-----------|-------------|------------------------------|-------------------------------|--------|---|---------------|-----------|-------------|------------------------------|-------------------------------|--------|
| | | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Eurasians and Anglo-Indians | Depressed classes and others. | Total. | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Eurasians and Anglo-Indians. | Depressed classes and others. | Total. | Non-Brahmans. | Muhammadians. | Brahmans. | Christians. | Eurasians and Anglo-Indians. | Depressed classes and others. | Total. |
| | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Probationary Deputy Superintendents of Police. | 79 | 18 | 144 | 27 | 8 | 8 | 284 | 24 | 8 | 55 | 3 | 1 | 4 | 95 | 4 | 2 | 2 | 1 | .. | 1 | 10 |
| 2 | Indian Audit and Accounts Service .. | 7 | .. | 48 | 2 | 2 | 2 | 59 | 6 | .. | 46 | 2 | .. | 2 | 56 | .. | .. | 8 | 1 | .. | 1 | 10 |
| 3 | Financial Clerkships .. | 5 | .. | 29 | 1 | 1 | 1 | 36 | 3 | .. | 19 | 1 | .. | .. | 23 | .. | .. | 2 | .. | .. | 2 | 20 |
| 4 | Probationary Assistant Registrar of Co-operative Societies. | 125 | 14 | 154 | 41 | 3 | 5 | 341 | 42 | 5 | 60 | 21 | 2 | 4 | 134 | 8 | 4 | 4 | 2 | .. | 2 | 20 |
| 5 | Clerical* Staffs in Government Offices in the City of Madras. | 60 | 5 | 105 | 13 | 1 | .. | 184 | 40 | 4 | 52 | 12 | 1 | .. | 109 | 27 | 3 | 27 | 8 | 1 | .. | 66 |
| 6 | Weaving Superintendent in the Department of Industries. | 3 | 1 | 4 | 2 | .. | .. | 10 | 2 | 1 | 3 | 1 | .. | .. | 7 | 1 | 1 | 2 | 1 | .. | .. | 5 |
| 7 | Probationary Deputy Tahsildars .. | 46 | 13 | 41 | 17 | .. | 6 | 123 | 33 | 10 | 37 | 16 | .. | 4 | 100 | 4 | 2 | 2 | 1 | .. | 1 | 10 |
| 8 | Probationary Sub-Registrars, Upper Grade. | 68 | 13 | 102 | 26 | 1 | 4 | 214 | 57 | 9 | 75 | 18 | 1 | 4 | 164 | 4 | 2 | 2 | 1 | .. | 1 | 10 |
| 9 | Jailers, Deputy Jailers, Probationary Deputy Jailers. | 117 | 43 | 107 | 54 | 53 | 18 | 392 | 66 | 26 | 60 | 24 | 8 | 11 | 195 | 8 | 4 | 4 | 2 | 2 | 2 | 22 |
| 10 | Jail clerks .. | 13 | 1 | 13 | 3 | 1 | 1 | 32 | 4 | .. | 5 | 1 | .. | .. | 10 | .. | .. | 2 | .. | .. | .. | 2 |
| 11 | Gate-keepers .. | 8 | 1 | 1 | 1 | 2 | .. | 13 | 7 | .. | .. | 3 | 9 | .. | 19 | .. | .. | .. | 2 | 4 | .. | 6 |
| 12 | Chief and Reserve Head Warders and Selection Grade Warders. | 6 | 1 | 1 | 2 | 12 | .. | 22 | 7 | .. | .. | 3 | 9 | .. | 19 | .. | .. | .. | 2 | 4 | .. | 6 |
| 13 | Typists .. | 27 | .. | 111 | 6 | 1 | 3 | 148 | 17 | .. | 79 | 1 | .. | 2 | 99 | 4 | .. | 26 | .. | .. | 1 | 31 |

* In the case of candidates for clerical appointments in the City of Madras, the figures under the head 'Number of eligible applicants' show the number of candidates selected for personal interview on the results of the examination in General Knowledge, Preis-writing and English Composition.

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APPENDIX B.

Statement showing the amount of expenditure incurred by the Staff Selection Board during 1925-26.

| Major head and sub-head. | Charges. | | |
|---|----------|----|----|
| | RS. | A. | P. |
| Pay and allowances of Establishment ... | 1,389 | 15 | 0 |
| Allowances— | | | |
| Travelling allowances paid to non-official members of the Board ... | 1,290 | 5 | 0 |
| Contingencies— | | | |
| (a) Service postage ... | 150 | 0 | 0 |
| (b) Other contingencies ... | 553 | 8 | 0 |
| Total | 3,383 | 12 | 0 |
| | or 3,384 | | |

APPENDIX II.

[Vide answer to question No. 179 asked by Mr. A. B. Shetty at the meeting of the Legislative Council held on the 1st March 1927, page 52 supra.]

G.O. Mis. No. 1472, Development, dated 12th October 1926.

Read—the following papers :—

(i)

From the Acting Director of Public Instruction, to the Secretary to Government, Law Department, R.O.C. No. 1197-B/25, dated 17th August 1925.

(ii)

From the Acting Director of Public Instruction, to the Secretary to Government, Law Department, R.C. No. 497-B/25, dated 27th August 1925.

(iii)

From the Commissioner of Labour, to the Secretary to Government, Law (General) Department, No. D.C. 2802/25, dated 9th January 1926.

(iv)

From the Director of Industries, No. 166-C/26, dated 1st April 1926.

From the Director of Fisheries, D. Dis. No. 428-C/26, dated 16th April 1926.

(v)

From the Director of Agriculture, R.O.C. No. D-274/26, dated 23rd July 1926.